

CITY OF CHULA VISTA PROPOSAL TO IAFF  
REGARDING "MINIMUM STAFFING" AND "CONSTANT STAFFING"

PROPOSAL #\_\_\_\_  
DATE: July 2, 2013

**PROPOSALS:**

The City submits the instant proposal.

**CURRENT LANGUAGE:**

Article 4.05 of the Memorandum of Understanding provides for "minimum staffing," meaning the minimum number of personnel per type of fire apparatus. The Side Letter of Agreement dated January 14, 2011 provides for "constant staffing," meaning the minimum number of fire suppression, fire prevention, and fire training personnel required to be on duty per day.

**CONCERN:**

Staffing levels are a management right. The terms regarding "minimum staffing" found in Article 4.05 of the MOU and "constant staffing" found in the January 14, 2014 Memorandum of Agreement impede upon the City's right to determine staffing levels.

**PROPOSAL:**

The terms set forth in Article 4.05 are modified to read as follows:

1. "The minimum staffing will be 3.0 on Engines, 4.0 on Trucks, and 4.0 on the USAR. The City may reopen this paragraph for any reason and at anytime upon 10 days notice to IAFF.
2. The practice and provisions set forth in paragraphs 8, 9, and 10 regarding "constant minimum staffing" in the January 14, 2011 side letter are eliminated. The City shall, in its sole discretion, determine staffing levels, including, but not limited to, the number of fire suppression, fire prevention, and fire training personnel required to be on duty per day

**RESULTS:**

The City retains its right to determine staffing levels.